

First Derivatives plc



First Derivatives Options Programme

Are you interested in fast-tracking your career?



Introduction to Options Programme

Welcome to First Derivatives and Options, our new and exciting fast-track consulting programme. Whether you are a recent graduate or have a number of years work experience, this programme will develop your skills and accelerate your career development. Successful candidates will be initially based at Head Office, but will gain invaluable experience at client locations in London, New York, Hong Kong and other financial centres around the globe – **with all expenses paid!** Those who successfully complete the Options Programme will be considered for a full time career with First Derivatives.

Overview of Options Programme

First Derivatives is a leading provider of consulting and bespoke software solutions to the capital markets industry.

Our most valuable asset is our people – each individual is critical to providing our clients with unparalleled service and maintaining our position as a leading capital markets consulting firm. The Options Programme will enable each new recruit to develop the skills and experience to enable them to perform at the required level. We are committed to ensuring that our people reach the peak of their capabilities.

First Derivatives has successfully grown and adapted to new environments without losing its sense of cohesion or compromising its principles. We have grown rapidly over the last few years and we are investing for continued growth - we are providing new products and services, we have established a dedicated R&D centre, we are entering new markets and we are making international acquisitions. We are only able to achieve such success through our continued ability to attract and retain some of the most talented people in the world.

Training within the company is mostly on the job combined with a support framework which includes a mentoring scheme, career coaching and regular in-house training. We recruit independent thinkers and achievement orientated individuals with the expectation they are self starters – individuals who ensure they have armed themselves with the required level of information and knowledge to meet the requirements of our clients and the demands of the job. The Options Programme aims to expose successful candidates over the 2 year programme, to a range of client assignments and internal company projects. During the Options Programme, candidates will have the opportunity to work alongside experts in a range of fields including Finance, IT, Business Consultancy, Marketing and Operations.





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The following are profiles of graduates who have recently joined First Derivatives.



Zoe on Life in London

“I joined First Derivatives in 2008 having completed a Chemical Engineering degree at Queen’s University Belfast. I knew I didn’t want to work in the engineering field but was not entirely sure what industry I wanted to work in. I came across First Derivatives at a careers fair – great salary, good prospects, the opportunity to travel and work in some of the largest banking institutions. It ticked all the right boxes and meant that I could also adapt the skills I learned as an engineer.

First Derivatives has offered me the opportunity to learn, both financial and technical skills. The Company prides itself on the level of business knowledge its consultants bring to projects and this is what sets First Derivatives apart from many of its competitors. I am excited to be a valuable member of the team in which I work.

London is amazing! Straight out of university and into a company-owned apartment near the heart of the city. In fact I can almost see Tower Bridge from my bedroom window! With other First Derivatives staff in London, there is always someone to go out with, whether it be for a meal, to catch a movie at Leicester Square or shopping in Covent Garden. First Derivatives have a work hard play hard ethos so we always enjoy our weekends. You have also got to try a Super Sunday when it’s sunny, sitting on the grass enjoying a drink at Borough Market. The firm is flexible with friends and family visiting so many weekends can be spent sight-seeing and enjoying this wonderful dynamic city.

In the future I will be moving into a business development role and it is great to work for such a forwardthinking company that invests in your future career growth. It is also the little things that really make First Derivatives stand out; the camaraderie and support network is second to none. It can be daunting moving to a new city but thanks to First Derivatives and the staff the transition was very easy and London has now become a home from home.

If you want immediate responsibility, are motivated, and wish to work in a challenging and demanding environment then First Derivatives is for you. At the start it is a steep learning curve as you are onsite in a multinational company and have to get up to speed very quickly. It is, however, a very rewarding job and the corporate social events more than compensate for the hard work we put in!”



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Colm on Life in New York

"I started working for First Derivatives in January 2008. Prior to this I obtained a BSc. in Chemistry and Experimental Physics and a HDip. in Computer Science. Although my background was in the sciences I was not looking to work in this area. I had an interest in Finance and IT and wished to travel with work. When my research led me to First Derivatives I was pleasantly surprised. Here was a company which ticked all the boxes. Following a period of training based on the Capital Markets Training Programme I was placed in New York working as part of a team in a prominent bank.

8 million people in just under 300 square miles, what a city, what a buzz! Living in a company-owned concierge-managed condo three blocks from Wall Street has got to be seen to be believed. Free time in this city is hard to fathom with so much to see and do—Ellis Island, the Statue of Liberty, the Empire State Building, Central Park, 5th Avenue, Broadway, Museum of Art, FAO Schwarz toy store—the list goes on.

My role here is extremely interesting. I am part of a team which develops the bank's trading platforms and systems interfaces whilst providing support to traders on a daily basis. One of the most challenging and rewarding aspects of my position is the variation in day to day responsibilities. Examples can range from queries related to P&L, Risk and pricing to how to structure a required trading strategy.

I am involved in a number of development projects within the bank with an end goal of enhancing traders' functionality within the systems, all the while working with technologies including Java, C#, XSL and SQL. In First Derivatives you are continually developing yourself.

There is no denying that working in this environment is both demanding and challenging but also very rewarding. So if working at some of the largest financial institutions in the world, having the opportunity to travel, taking a prominent role in large scale projects, being in a position with huge potential for growth all whilst maintaining the ever important social life sounds attractive to you, well look no further! First Derivatives sounds like the right place for you."





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Benefits – What's in it for me?

Exciting Team

We are offering the best candidates the opportunity to join an exciting, energetic and highly skilled team working on challenging projects across the globe, as part of a fast-paced successful global organisation.

Accelerated Career Progression

You will work with a talented team learning a range of skill sets and professional disciplines that will help you throughout your career. The programme focuses on knowledge transfer and sharing. From day one you will be part of a dynamic team, learning from the best in the business.

Training and Personal Development

First Derivatives provides a supportive learning environment and will deliver intensive training across a range of disciplines – IT, Consultancy, Marketing, Business Development and HR. The programme offers tutor led workshops, one to one training, on-the-job training as well as mentors for each person.

Beyond the Options Programme

We are committed to helping you achieve your goals. This is a two-year programme aimed at the best in the market, but your career with us does not have to stop there. It is our intention to consider offering fulltime positions to those who successfully complete the programme.

Social side of FD

You will regularly join other candidates to train together and have fun. The support of your peer group is important over the duration of the programme. It is our hope that you will not only embrace the work but that you will develop lasting relationships within the First Derivatives family.



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Who should apply?

All applicants must have excellent interpersonal skills and an excellent academic record with an emphasis on strong analytical and problem solving skills. A willingness to travel extensively at short notice is required in order to meet client demands, and as such, a valid passport is required to enable travelling at short notice without Visa restrictions.

We are looking to recruit from a range of degree disciplines, including but not limited to - business, law, engineering, computer science , mathematics, physics, chemistry, marketing, languages etc.



You will:

- Be willing to travel at short notice to work on medium-term assignments;
- For Streams 1 and 2 applicants, have 500 points in Leaving Cert. including a B3 in Higher Level Maths (Ireland) or AAA at 'A' Level, including an A in Maths (UK);
- For Streams 3 and 4 applicants, have 500 points in Leaving Cert or AAB at 'A' Level (UK);
- Have already achieved or are on track to achieve a minimum of 2.1 degree classification;
- Alternatively you will have graduated a number of years ago and are now looking for a new challenge.

If you are interested in these opportunities and you are seeking an exciting and rewarding career please apply online at our website (www.firstderivatives.com).



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Options Programme Streams

| | Stream 1 | Stream 2 | Stream 3 | Stream 4 |
|----------------|--|-----------------------------|--|-----------------------------|
| | Financial Engineering | Software Engineering | Sales, Marketing and Operations | Technology Marketing |
| Phase 1 | <p>During this initial phase all streams will follow a common core curriculum. The aim will be to gain a familiarity with the company's market and its products and services. The training will be primarily lecture based and will be supplemented by practical workshops. The training will be based in Newry</p> <ul style="list-style-type: none"> • About First Derivatives • Introduction to the Capital Markets • Basic Trading Concepts • The Use of IT in the Capital Markets | | | |
| Phase 2 | <p>Following the initial Phase the consultants will have options to join various streams. These streams correspond to different future career options but the general nature of the Options programme is such that other career paths are not excluded. The majority of the training in this Phase is on-the-job supplemented by related theoretical work. In most cases this work will involve significant periods spent at client sites in major financial centres such as London, New York or Singapore. Modules in this Phase include:</p> <ul style="list-style-type: none"> • Yield Curve Building • Interest Rate Derivatives • Market Risk • Credit Risk • Credit Derivatives • Monte Carlo Techniques • Equity Derivatives • FX Derivatives • Commodities • Financial Mathematics • Structured Products • Software Support • Java or C# • Hardware and Storage • Distributed Computing • Database Theory • Database Design • Systems Architecture • GUI Design • Kdb+ • Software Testing Principles • IPC • Feedhandler Design • AGILE Development • Presentation Skills • Project Management • Risk Management • International Marketing • Program Trading • Change Management • Personal Impact • Consulting Skills • Managing Conflict • Capital Markets Theory • Communication Skills • Database • International Marketing • Marketing Planning • Online Marketing • Lead Generation Campaigns • Selling Services • Selling Software Product • Competitor Analysis • CRM systems design • Market Research • Contractual Negotiations • Collateral Design • Branding | | | |



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If you are interested in these opportunities and you are seeking an exciting and rewarding career please apply online at our website <http://www.firstderivatives.com/optionsprogramme/>.

We are recruiting **NOW** for the 2010 Options Programme.

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